

UNITED STATES ARMY
CIVIL AFFAIRS AND PSYCHOLOGICAL OPERATIONS COMMAND (AIRBORNE)

AACP-EO

29 November 2001

POLICY NUMBER 6-5

SUBJECT: Consideration of Others (CO2)


1. Initiated by the Chief of Staff of the Army to improve combat readiness by decreasing incidents that negatively impact morale, Consideration of Others is defined as "those actions that indicate a sensitivity to and regard for the feelings and needs of others." It focuses on awareness of the impact of one's own behavior and the positive affects of being supportive of and fair with others.

2. This program is most effective when tailored to the specific needs of each organization. It is a commander's program and commanders are responsible for its effective implementation. The purpose is to educate each of us while helping to build teamwork and reinforcing Army Values. This program will be integrated into the yearly training for all USACAPOC(A) units.

3. The most productive methodology for CO2/Equal Opportunity (EO) training is the small discussion group of 15-25 personnel led by a facilitator. These discussions will encourage participation, build trust and enhance teamwork, and are much preferred over lectures/briefings, which only pass information. Focus areas for these discussions should center on unit assessments, command climate survey responses, and organizational needs. Discussions should address the philosophy of CO2, our EO Program, and circumstances specific to the team, unit, or command. The CO2 handbook is available at www.odcsper.army.mil and highlights 8 focus areas that are supported by 17 lesson plans. This is a good start, but by no means is it meant to be all-inclusive or at all restrictive. Your program must address the needs of your soldiers.

4. Choose your facilitators with care. They are the heart of your program and will set its tone and pace. Equal Opportunity Advisors (EOA) and EO Representatives (EOR) are good sources for helping develop CO2 programs. Your EOA may establish a train-the-trainer facilitator course under your supervision. Again, this is the unit commander's program and it must reflect the climate established by the personal example the commander sets and lives.

5. The point of contact for this policy is the USACAPOC(A) EOA at (910) 432-9628.


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Commanding